Values Based Hiring

Injecting Values into recruiting to align with your culture, how you find, select, onboard and develop candidates.

INSPIRINGHR®
Recruit. Motivate. Coach. INSPIRE.

SELF ASSESSMENT

DETERMINE AND CLEARLY DEFINE THE VALUES OF THE ORGANIZATION

These then become the standards against which candidates are compared.

Step 1

RECRUITING

INCLUDE MISSION, VALUES AND CULTURE IN YOUR POSTING

This information will help to greatly increase the quantity of applicants and sets expectations early in the employment cycle.

Step 2

SELECTION

VALUES BASED QUESTIONS REPLACE TRADITIONAL BEHAVIORAL QUESTIONS

Does the candidate take ownership?
Do they believe in their own adaptability?
Ability to navigate adversity?
Do they believe they can set and meet goals?
Do they believe they can overcome setbacks & fear?

Step 3

AVOID THESE INTERVIEWING ERRORS

- ASSUMPTIONS ON RESUME WITHOUT CONTEXT
- PREJUDGING THE CANDIDATE AND CONFIRMATION BIAS

LONG TERM RESULTS

- MORE RESPONSES
- BETTER RETENTION IN FIRST YEAR OF EMPLOYMENT

The availability of organizational values in the job posting should provide enough information for poor candidates to screen themselves out, maximizing the investment of your time in the selection process.